



Department of Development Services – West Region  
JOB OPPORTUNITY

**BEHAVIOR MODIFICATION PROGRAM SPECIALIST**  
**NORTHWEST CENTER - TORRINGTON**

**PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!**

**Open To:** Public

**Position:** Behavior Modification Program Specialist (70 hours bi-weekly)

**Location:** Northwest Center - Torrington

**Job Posting No:** 015661

**Hours:** 1<sup>st</sup> Shift – Monday – Friday 8:30am – 4:00pm; Regular Days Off; Saturday, Sunday  
Must be flexible to meet agency needs

**Salary:** \$2,002.30 bi-weekly

**Closing Date:** April 28, 2014

**Eligibility Requirement:** This is a competitive position. Candidates must have applied for and passed the Behavior Modification Program Specialist exam and be on the current certification list promulgated by the Department of Administrative Services. State employees currently holding the above title or those who have previously attained permanent status in the class may apply for lateral transfer. Those candidates appearing on Re-employment or SEBAC lists must be given first consideration

**Examples of Duties:** Duties consistent with the Behavior Modification Program Specialist job description. This position will assess consumer's mental status through observation and consultation with other health service professionals; conduct functional behavioral assessments of consumers to determine the target behaviors (both appropriate and inappropriate behaviors); collects baseline behavioral data and establish goals in a specified time period; meets with staff members if the service team, providers/consultants of other disciplines, clinical psychologists and administrative supervisors to formulate and implement behavioral support plans (BSPs), utilizing behavior modification techniques, such as reinforcements, rewards and shaping; demonstrates a BSP and methods to direct care staff; communicates consumer needs and progress to staff, parents and other involved individuals in areas of design, implementation, supervision, training and evaluation of a BSP; participates in interdisciplinary team meetings; may train staff in implementing Risk/Safety Prevention and/or Intervention techniques; participates in psychology- and behavioral support staff meetings and gives clinical presentation as assigned; meets regularly with the clinical- and administrative supervisors on clinical or care issues; performs related duties as required.

**Knowledge, Skill and Ability:** Knowledge of psychological learning theories of behavior; knowledge of modern principles and practices dealing with care, training, habilitation and rehabilitation of persons with developmental disabilities; knowledge of behavioral procedures such as reinforcements, rewards and shaping; considerable interpersonal skills; oral and written communication skills; ability to design and monitor behavior modification programs and demonstrate these programs to staff and other individuals.

**General Experience:** Six (6) years of professional experience providing clinical services to persons with developmental disabilities

**Special Experience:** Two (2) years of the General Experience must have been in the utilization of behavior modification skills in the development, implementation and evaluation of behavior modification programs for persons with developmental disabilities.

**Substitutions Allowed:** College training may be substituted for the General Experience on the basis of fifteen (15) semester hours equalling one half (1/2) year of experience to a maximum of four (4) years for a Bachelor's degree. A Master's degree in psychology, special education or a related field may be substituted for one (1) year of the Special Experience.

**Special Requirement:** Incumbents in this class may be required to be bilingual or fluent in American Sign Language. Must have a valid CT driver's license, will be required to travel. Applicant must be current in all DDS required training. Applicant must possess or be able to obtain CPR certification.

**Working Conditions:** Incumbents in this class may be required to lift/restrain consumers; may have some exposure to communicable/infectious diseases and to some risk of injury from assaultive/abusive consumers/patients; may be exposed to disagreeable conditions.

**Note:** The filling of this position will be in accordance with reemployment, SEBAC, transfer, promotion and merit employment rules, if applicable.

**Application Procedure for Current DDS Employees who are Lateral Transfer Candidates and Applicants for Promotion within the DDS Employees Classification Series:**

Interested and qualified candidates who meet the above requirements should submit a fully completed DDS Application for Lateral Transfer/Promotion and copies of their last two performance appraisals.

**Application Procedure for All Other Applicants:**

Interested and qualified candidates who meet the above requirements should submit a fully completed Application for Examination or Employment (CT-HR-12) located at [www.das.state.ct.us/exam](http://www.das.state.ct.us/exam). Current State employees must also provide copies of their last two performance appraisals. Non-State employees must also provide 2 letters of reference.

**All application materials must be received by 11:59 p.m. on the closing date indicated above.**

**Incomplete application materials will not be considered.**

**Send application materials to:**

**Department of Developmental Services — West Region  
Rowland Government Center, 4<sup>th</sup> Floor  
55 West Main Street  
Waterbury, CT 06702  
Attn: Yolette Tappin  
Fax: 203-574-8857  
[Email: Yolette.tappin@ct.gov](mailto:Yolette.tappin@ct.gov)**

**AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER**

The State of Connecticut is an equal opportunity/affirmative action employer and strongly encourages the applications of women, minorities, and persons with disabilities.